Volume 2, Issue 2

Winter 2007-08

Occupational Employment Outlook

Strong Employment Outlook for Saskatchewan

Saskatchewan is projected to have an estimated 79,300 employment opportunities, 73% due to attrition and 27% due to expansion demand (economic growth), during the period 2006 to 2011.

Expansion demand creates new employment opportunities due to economic activity. The provincial economy is expected to create an estimated 21,000 new opportunities over the next five years at an annual average growth rate of 0.8%.

Attrition creates employment opportunities due to workers permanently leaving the labour force because of death or retirement. Over the next five years, approximately 58,300 people are expected to leave the Saskatchewan workforce due to attrition.

The Saskatchewan Employment Forecast (SEF) projects employment growth by occupational group for the five-year period, 2006 to 2011. This forecast is based on Saskatchewan Finance's Spring 2007 Budget employment outlook, the Canadian Occupational Projection System (COPS) employment trends and consultations with key occupational-related groups. Changes in occupational employment levels are projected by applying occupational-industry shares to projected industrial employment. In 2007, an improved methodology was introduced. The forecast now uses provincial, rather than national shares to forecast expansion demand. The forecast does not reflect current job vacancies or differentiate between full-time and part-time jobs. It includes employed and self-employed individuals. The occupational forecast reflects employment opportunities that are expected to occur due to expansion demand and attrition.

Widespread Demand for Workers

Demand for all types of workers is expected to remain high over the forecast period. During the forecast period, the fastest growing occupations will be the higher skilled occupations, excluding agriculture (1.1% per annum). Lower skilled occupations are close behind with an annual average growth rate of 0.8% over the same period.

The average annual growth rates for the past 10 years and the projected forecast period are listed below.

- 1997-2001: 0.1% *(actual)*
- 2002-06: 1.4% *(actual)*
- 2007-11: 0.8% *(projected)*

Source: Labour Force Survey, Statistics Canada custom tabulations & 2007 COPS CDM, adjusted by Working Group.

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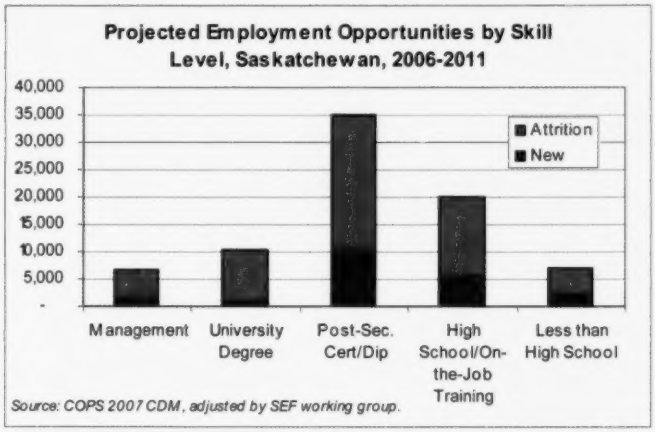
Job Opportunities by Skill Level

Nine out of every ten employment opportunities over the forecast period will require a minimum of a high school diploma. Demand from economic growth and attrition is expected to be greatest for higher-skilled occupations that require management or post-secondary education or training, representing 66% of all job openings. Despite this prevalence of higher-skilled job opportunities, there will also be demand for lower-skilled occupations that require high school completion or on-the-job training (25% of all openings) or less than high school completion (9% of all job openings).



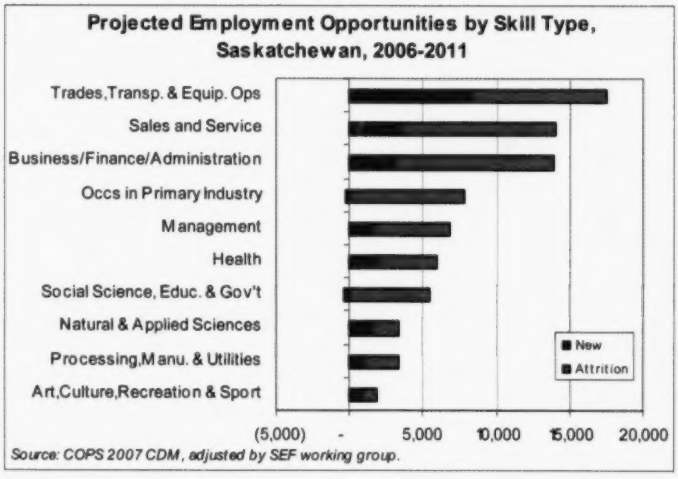
For employment opportunities expected to occur due to **expansion demand**, 62% will require management or post-secondary education or training. Just over a quarter (26%) of openings will require high school completion or on-the-job training and the remaining 12% will require less than high school completion.

For opportunities expected to be due to **attrition** (retirement or death), two-thirds (67%) are expected to require management or post-secondary education or training, one quarter (25%) will require high school completion and only 8% will need less than high school completion.

Job Opportunities by Skill Type

Over the next five years, the largest number of employment opportunities are projected to occur in trades, transportation and equipment operators (22% of all openings), sales and service (18%), and business, finance, and administration occupations (18%).

The smallest number of opportunities is forecast for art, culture, recreation and sport related occupations. However, there are still 1,800 employment opportunities projected for this group.



Attrition will have a considerable impact on all occupational groupings, some more than others. All opportunities forecast in primary industry occupations and social science, education, government and religion occupations are due to attrition. In terms of magnitude of attrition opportunities, the largest number will occur in business, finance, and administration occupations.

Economic growth will generate the largest number of opportunities in occupations related to trades, transportation and equipment operators.

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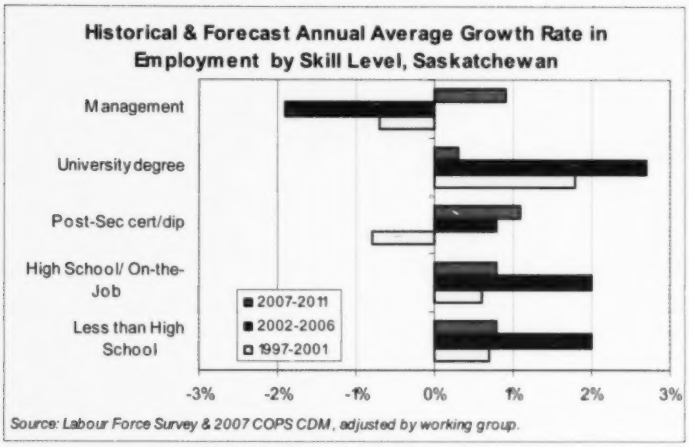
Opportunities Due to Expansion Demand

Over time, fluctuations have occurred in the skill level required for new jobs. These skill level comparisons are based on the educational requirements of jobs according to the NOC code (see page 4), and are not necessarily the same education levels of the people employed in them.



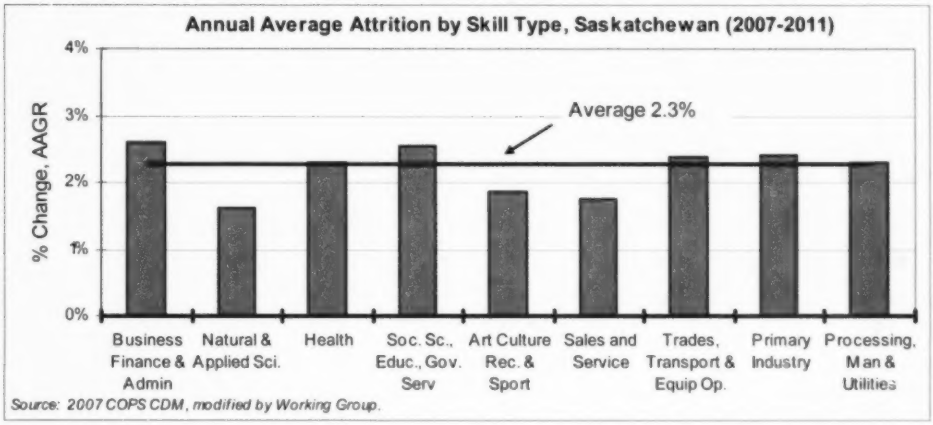
Source: Labour Force Survey & 2007 COPS CDM, adjusted by working group.

During the forecast period, the fastest growth is expected to occur in occupations requiring a post-secondary certificate or diploma. Occupations requiring management skills, a high school or on-the-job training, or less than high school completion have a growth rate close to the provincial average. There will be slower growth in employment opportunities for occupations requiring a university degree.

Note: the decrease in growth in management occupations during the 2002-2006 period is largely due to a coding change at Statistics Canada.

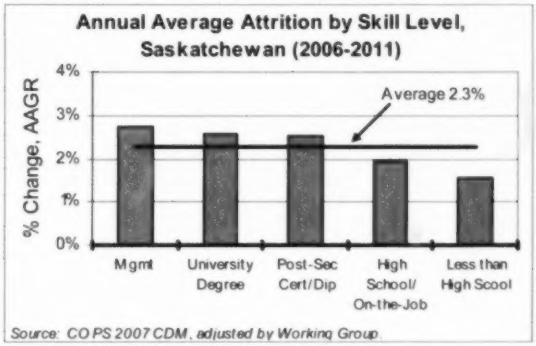
Effects of Attrition

Employment opportunities occur when workers leave the workforce. Attrition rates vary by occupation, depending on the age distribution of an occupation's workforce and the age that workers tend to retire. For example, attrition pressures are expected in social science, education and government service occupations. Workers in the public sector, such as school teachers and policy and program officers, tend to retire earlier than their counterparts in the private sector. Attrition is less of a concern for occupational groups with a younger workforce, such as sales and services.



Source: 2007 COPS CDM, modified by Working Group.

Attrition trends vary across skill types, from a high of 2.6% in business, finance, and administration occupations to a low of 1.6% of the natural and applied science occupations in the province. The annual average attrition rate for all occupations is 2.3% over the forecast period.



Source: COPS 2007 CDM, adjusted by Working Group.

Attrition rates also vary by the skill level. Workers in occupations requiring management skills have the highest projected attrition rates, with 2.8% of the current workforce expected to leave annually over the forecast period. An above average attrition rate is also expected for occupations requiring a university degree or post-secondary certificate or diploma. Alternatively, attrition pressures are below average for occupations that generally require a high school education or less than high school completion and that have a younger workforce.

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Projected Opportunities by Skill Level & Skill Type

	Employment Opportunities, 2006-2011			
	New	Attrition	Total	AAGR*
By Skill Level				
Management	1,600	5,200	6,800	0.9%
University Degree	900	9,400	10,300	0.3%
Post-Secondary Certificate/Diploma	10,500	24,500	35,000	1.1%
High School/On-the-Job	5,600	14,500	20,100	0.8%
Less than High School	2,400	4,700	7,100	0.8%
By Skill Type				
Management	1,600	5,200	6,800	0.9%
Business/Finance/Administration	3,100	10,800	13,900	0.8%
Natural/Applied Sciences & Related	1,600	1,800	3,400	1.5%
Health Occupations	1,900	4,000	5,900	1.1%
Social Science/Education/Gov't Service/Religion	-400	5,400	5,000	-0.2%
Art/Culture/Recreation/Sport	800	1,000	1,800	1.5%
Sales and Service Occupations	3,500	10,500	14,000	0.6%
Trades/Transport/Equipment Operation	8,300	9,300	17,600	2.1%
Primary Industry Occupations	-300	7,800	7,500	-0.1%
Processing/Manufacturing/Utilities	1,000	2,300	3,300	1.0%
All Occupations	21,000	58,300	79,300	0.8%

**AAGR - Annual Average Growth Rate for new opportunities*
Numbers may not sum to totals due to rounding.

Occupational groups with the highest employment growth due to expansion demand will be trades, transportation and equipment operations; natural and applied sciences; art, culture, recreation and sport; health; and processing, manufacturing and utilities. These occupational groups have an annual average growth rate of over 1.0%, with trades, transportation and equipment operation leading the way at 2.1%. Two occupational groupings, primary industry and social science, education, government service and religion, are forecast to experience slight declines on an annual average basis over the forecast period.

National Occupation Classification (NOC) Code

The National Occupational Classification (NOC) system provides a standardizing framework for organizing occupations according to skill level and skill type. **Skill level** classifies occupations by the level of education or training that is usually required for a given occupation, and **skill type** classifies occupations based on the type of work performed. The table provides a description of the skill levels used in this document.

Skill Levels Based on the NOC System	
Skill Level	**Level of Education or Training Usually Required**
A – university degree	• University degree
B – post-secondary certificate/diploma	• 2 to 3 years of post-secondary education at a community college, institute or technology; *or* • 2 to 4 years of apprenticeship training; *or* • 3 to 4 years of secondary school and more than 2 years of on-the-job training, training courses of specific work experience; *or* • Occupations with supervisory responsibilities; *or* • Occupations with significant health and safety responsibilities
C – high school/ on-the-job training	• 1 to 4 years of secondary school education; *or* • Up to 2 years of on-the-job training, training courses or specific work experience
D – less than high school completion	• Up to 2 years of secondary school and short work demonstration or on-the-job training